



## ISA Diversity and Inclusion Statement

### **Purpose:**

The Independent Sporting Association (ISA) encourages an inclusive and diverse culture through its practices, its interactions with each other, ISA Member Schools and the communities in which it operates. Diversity and inclusion are an essential part of building and delivering ISA's Mission Statement.

### **ISA Mission Statement:**

To connect and grow students from diverse schools through offering a leading sports program founded on competitive spirit with integrity and fair play.

### **Access to Sport:**

The ISA is an inclusive association where all students are given the opportunity to play sport or be involved in sporting activities for their school regardless of gender, race, culture, religious belief, age, or disability.

The ISA recognises that participation in school sports programs is an important aspect of developing positive self-esteem and a connection to school and community. Member schools aim to educate and produce good citizens by providing the best possible opportunities for its students to develop and grow through sporting experiences that directly relate to the adoption of positive life skills.

Adopting well-informed and inclusive policies for the participation of Gender Diverse athletes according to their affirmed gender identity is consistent with the educational values of equity and fairness for all students.

### **Students with Disabilities**

The ISA will work with AGSV Member Schools to provide students with disabilities opportunities to play sport in settings where they may compete with students with or without disability, as reasonable and appropriate in the circumstances.

### **Gender Diversity**

The ISA will work with ISA Member Schools and other School Sport structures to endeavour to provide opportunities for students to compete regardless of their affirmed gender identity.

Created On	Feb /2024	Reviewed On	Dec 2025	Next Review	Dec 2027	Prepared By	ISA Director of Sport	Authority	ISA Board	Approval Date	13 <sup>th</sup> March 2024
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The ISA has an inclusive approach to all students playing sport competitively and encourages and supports participation of Gender Diverse students in ISA sports and competitions.

**Application:**

The application of will be a per sport approach referring to the Governing Body of the Sport in NSW for the guidance regarding participation.

**Implementation:**

ISA Member Schools will be notified of this Statement via email to ISA Heads of School and ISA Heads of Sport. It will be made available on request from the ISA Office. It will be posted on the ISA Website.

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